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Attachment to  
DD/M&S 74-1551

• Office of Medical Services  
FY 1975/76 Objectives

DCI Level

- ✓ A57201 Develop during FY 1975, for the major services performed by OMS, systems to provide an efficient costing methodology applicable to the users of such services. (The goal is to make users aware of what services cost, not to have them actually budget for the services.)
- ✓ A67201 By 30 June 1976 have the priority MAP systems agreed to between OJCS and OMS in operation.

Deputy Director Level

- ✓ B57201 Plan during FY 1974 in consultation and coordination with the Directors of Personnel and Training and other Agency elements as appropriate, and be prepared to service four to six requests during FY 1975, such as the establishment of an assessment program for the identification of potential managers; an executive development program for future managers; surveys of the employee population to determine perceptions, attitudes, satisfactions, etc.; and offer assistance as required to the individual career services.
- ✓ B57202 Through the Multiphasic Testing/Periodic Health Examination program provide in FY 1975 screening to 500 more (2,000 in FY 1975 vs. 1,500 in FY 1974) Agency employees not now seen on any recurring basis. Evaluate results and add to FY 1974 data base for evaluation of the system. (Joint with OJCS)
- ✓ B57203 By the end of FY 1975, with the assistance of the DD/M&S, utilize the Assessment Center technique to identify future leaders/managers in one Office (division in the DDO) of each Directorate.
- ✓ B57204 By 30 June 1975, with the aid of the OMS BSS program, develop procedures -- including appropriate "sensing devices" -- for assuring that the present fluid nature of behavioral norms in our society is appropriately considered in the selection of new employees. (Joint with OS and OP)

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- ✓ B57205 Through the auspices of the BSS program, arrange for the CIA Management Committee to examine some aspects of the Agency's subculture during FY 1975. Areas to be considered are: (1) to examine the impact of technology, especially computers, on the way people work and the resultant impact on Agency effectiveness; (2) to conduct a study as to whether or not there will be problems in preparing the Agency to accept minorities; (3) to conduct a study to determine the effect of anonymity on Agency personnel; and (4) to examine the psychological impact on staff-type personnel converted to non-official cover (this study would include inputs from Agency Regional Medical Officers as appropriate).
- ✓ B57206 Perform in FY 1975 at least 1,000 Annual or Executive Examinations with the actual number to be determined by the reconciliation of accounting under this program with the Multiphasic Testing and Periodic Health Examination Program.
- ✓ B57207 Should the Congress so act in FY 1975, develop plans for conversion to the metric system within six months after enactment of such legislation.

Action plans for the following objective require OMS coordination:

OP B57602. By 31 December 1974, in conjunction with OS and OMS, reduce the pre-employment process to less than 60 days for high priority and minority applicant cases. (Pre-employment process means from receipt of Form 1152 (appointment action) in Staff Personnel Division to receipt of full medical and security approvals. Applicant Review Panel cases are excluded from this objective.)

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